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ABSTRACT

In summer 1996, a long-term follow-up study was conducted of 1991-92 graduates of career programs at Johnson County Community College (JCCC), in Kansas. Questionnaires were mailed to 646 graduates, certificate holders, and students who left JCCC with marketable skills to assess their satisfaction with their educational experiences and their current employment status. Major findings, based on responses from 326 former students and including comparisons with findings from previous long-term follow-up studies, include the following: (1) 82.8% were employed in a job related to their community college career program, up from 79% in 1992, and 93% of these were working full-time; (2) only 1.3% of the respondents were unemployed and looking for work; (3) 9.4% were employed in unrelated jobs, down from 15% in 1992; (4) an average hourly wage of $14.84 was reported by respondents employed full-time in a job related to their education; (5) the difference in average hourly wage earned by males and females increased significantly from $.36 in 1992 to $1 in 1996; (6) for those in full-time jobs related to their field of study, 86.5% expressed satisfaction, up from 81% in 1992; and (7) 92% indicated that their experiences at JCCC had definitely or probably improved their quality of life, while 96.9% said that they would recommend the college to friends. The survey instrument is appended. (HAA)

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ED 405 060

CAREER PROGRAM COMPLETERS 1991-92

A LONG-TERM FOLLOW-UP STUDY

JC 970 219

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LONG-TERM FOLLOW-UP STUDY OF

1991-92 CAREER PROGRAM COMPLETERS

Johnson County Community College
Office of Institutional Research
12345 College Boulevard
Overland Park, KS 66210

November 1996

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INTRODUCTION

History of career program completer follow-up studies

For over 20 years the Office of Institutional Research at Johnson County Community College has conducted short-term follow-up studies of students who completed a JCCC career program during the previous academic year, and of the employers of completers who were working in a job related to their course of study, as a major component of the college's assessment of institutional effectiveness. Results of these studies have provided valuable insights into the effectiveness of the career programs and have assisted the college in planning to meet the individual needs of future students and the employment needs of business and industry.

The first long-term study of career program completers was initiated in 1989, at which time the 1985-86 completers were surveyed to provide insights into the career and educational experiences of former students over an extended period of time. Results of this and subsequent long-term follow-up studies also provided a broader perspective on the level of job satisfaction of former students currently employed in various career fields, their opportunities for advancement, salaries, and other variables which influence the career decision-making process of future JCCC students.

A second long-term follow-up study was conducted in 1990 of the 1986-87 completers, after which career program administrators were surveyed to elicit their opinions on whether these data would be more valuable if collected after a longer period of time had elapsed since program completion. The results were evenly divided between preference for a 3-year or a 5-year follow-up study. Thus, the decision was made to utilize a 4-year interval, resulting in a follow-up study of 1987-88 completers in 1992, of 1988-89 completers in 1993, of 1989-90 completers in 1994, of 1990-91 completers in 1995, and of 1991-92 completers in 1996.

Methodology

The list of 646 graduates, certificate recipients, and students identified by career program administrators as leaving with marketable skills in 1991-92 was reviewed by career program administrators to insure the most recent addresses and telephone numbers possible. Surveys were mailed on July 8 and July 22, 1996, and remaining nonrespondents were telephoned during the week of August 19, 1996. Additional information secured through telephone contact with acquaintances of completers was utilized for a third mailing conducted in September.

A total of 214 former students had no opportunity to respond due to obsolete addresses and/or telephone numbers and six indicated they had *not* completed a career program during 1991-92, reducing the list of potential respondents to 426. Of those, 111 returned mail surveys and 215 completed telephone interviews for an adjusted response rate of 77%.

Caution should be exercised when generalizing these data due to the relatively small number of respondents in some programs. Findings are not necessarily representative of either the number of students enrolled in each program or the salaries of all career program completers.

A summary of the major findings of the study follows. Findings are presented by career program as often as possible to enhance the usefulness of results. Comparisons between 1996 results and findings from previous studies are presented where appropriate to enhance the usefulness of the data. Tables detailing results of the 1996 survey are located in Appendix A, and a list of tables is provided at the front of the appendix to facilitate location of specific data. Full reports detailing results of all of the follow-up studies of career program completers are available in the Office of Institutional Research.

Cover letters and the mail survey are contained in Appendix B. Copies of program-specific verbatim comments have been provided to career program administrators and are available to other interested parties in the Office of Institutional Research.

Comments or questions regarding this report or previous follow-up studies of career program completers may be directed to:

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MAJOR FINDINGS

Utilization of community college preparation

* Nearly 83% of 1996 respondents were employed in a job related to their community college career program, up from 79% in 1992 (the first time a 4-year follow-up study was conducted). Of those, 93% were working full-time, up from 86% in 1992.

* Unemployment remained essentially the same in both 1992 and 1996, with less than 2% of respondents looking for work at the time the study was conducted.

* Approximately 9% of 1996 respondents were employed in unrelated jobs, down from 15% in 1992.

Experiences with full-time related job

* Approximately 44% of 1996 respondents indicated their current full-time related job was their first in that career field, compared to 42% in 1992.

* Approximately nine out of ten respondents in each of the past 5 years felt they had progressed in their career field since completion of their community college course of study. The majority of 1996 respondents had earned promotions, received some form of professional recognition, and earned salary increases.

Hourly wage and satisfaction with full-time related job

* An average hourly wage of $14.84 was reported by 1996 respondents employed full-time in a related job, up from $14.00 in 1992. However, the difference in the average hourly earnings of males vs. females increased substantially, from $.36 in 1992 to $1.00 in 1996. A higher average hourly wage was reported by males in 11 different career fields in 1996, and was particularly noteworthy in the following career fields for which 10 or more respondents provided data: business administration ($30.00 vs. $13.64), emergency medical technology ($15.92 vs. $10.94), and hospitality management ($14.94 vs. $9.41). By comparison, a higher average hourly wage was reported by females in only 5 career fields, two of which had 10 or more respondents: MICT/paramedic ($14.09 vs. $10.66) and nursing ($17.00 vs. $16.82).

* Nearly 87% of 1996 respondents expressed satisfaction with their full-time related job, up from 81% in 1992. Eight out of ten rated their working conditions, level of responsibility, and job in general as excellent or good in each of the past 5 years. Advancement potential was rated highly by 49% of 1996 respondents, about the same as in 1992, and salary was rated highly by 66% of 1995 respondents, up from 63% in 1992.

Community college experiences

* Over 88% of 1996 respondents indicated JCCC was their first choice college to attend, up from 85% in 1992. Of those who preferred a different college or university, approximately 45% had selected another Kansas institution as their first choice, 22% selected one in Missouri, and 22% selected a college or university outside of this area.

* Approximately seven out of ten 1996 respondents had earned an associate's degree (about the same as in previous years), 22% had earned a vocational certificate (compared to 16% to 18% in previous years), and 7% had left with marketable skills (compared to 10% to 14% in previous years).

* Approximately 45% of 1996 respondents indicated they had used the JCCC Career Center, up from 40% in 1992.

Satisfaction with community college experiences

* Eight out of ten respondents in each of the past 5 years indicated their community college experiences had helped to enhance their self-confidence. The majority also indicated the community college had helped them to improve their oral and written communication, time management, decision-making, and interpersonal skills, broadened their knowledge of the arts and sciences, expanded their tolerance for people and ideas, and assisted them in clarifying their personal values and goals.

* Nine out of ten respondents in each of the past 5 years had achieved their community college educational objective. Of those, approximately 95% indicated the community college had helped them to achieve that objective.

* Nine out of ten respondents in each of the past 5 years indicated their community college experiences had improved their quality of life (apart from any financial benefit) and, if starting now, nine out of ten also would attend JCCC again.

* Nearly 97% of respondents in each of the past 5 years indicated they would recommend JCCC to friends, and nine out of ten would encourage their own children to attend JCCC.

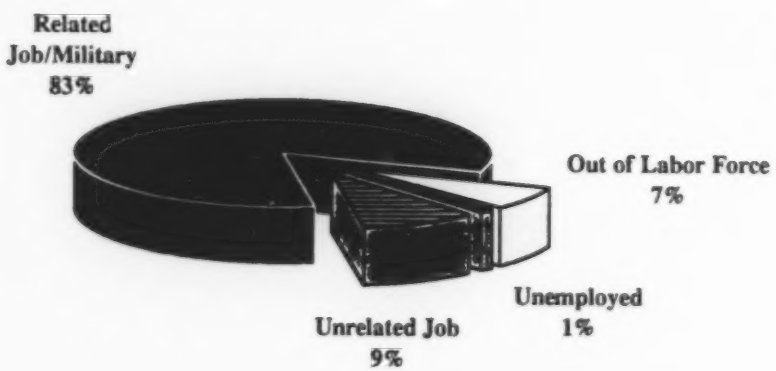
CURRENT STATUS

What percentage of respondents are employed in a related job several years after completing their community college course of study, and what are the other completers doing?

One of the primary purposes of conducting long-term follow-up studies of career program completers is to determine, over time, how they utilize the skills developed through their course of study. Figure 1 depicts the current status of respondents to this year's long-term follow-up study. Note that nearly 83% were working in a job related to their course of study, and only 1% were unemployed and looking for work.

Table 2 in Appendix A details results and comparisons of findings for each of the seven long-term follow-up studies of career program completers conducted by the college.

Figure 1
1996 Status of 1991-92
Career Program Completers

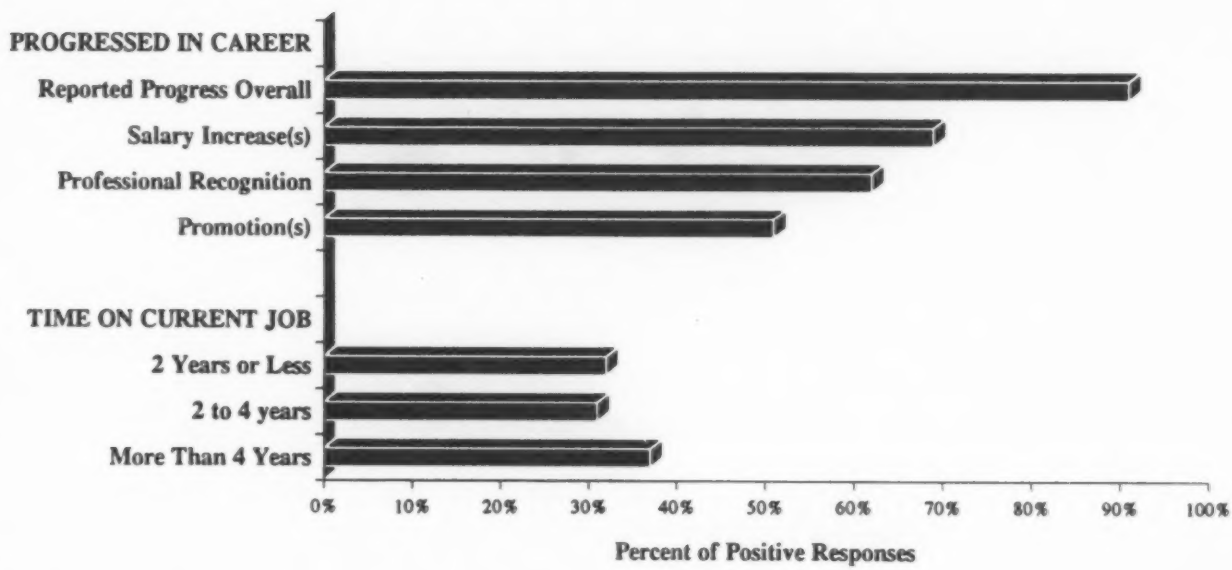


How long have respondents working full-time in a related job had their current job, was it their first job in that career field, have they progressed in their careers, and if so, how?

As Figure 2 depicts, nine out of ten responents who were working full-time in a related job had progressed in their career field since completing their course of study at the community college. These findings are particularly meaningful in view of the fact that nearly a third had been employed in their current full-time related job 2 years or less.

The majority of respondents indicated this was not their first job in their career field. See Tables 5, 6 and 7 in Appendix A for detailed results of findings.

Figure 2
Experiences With Full-Time Related Job



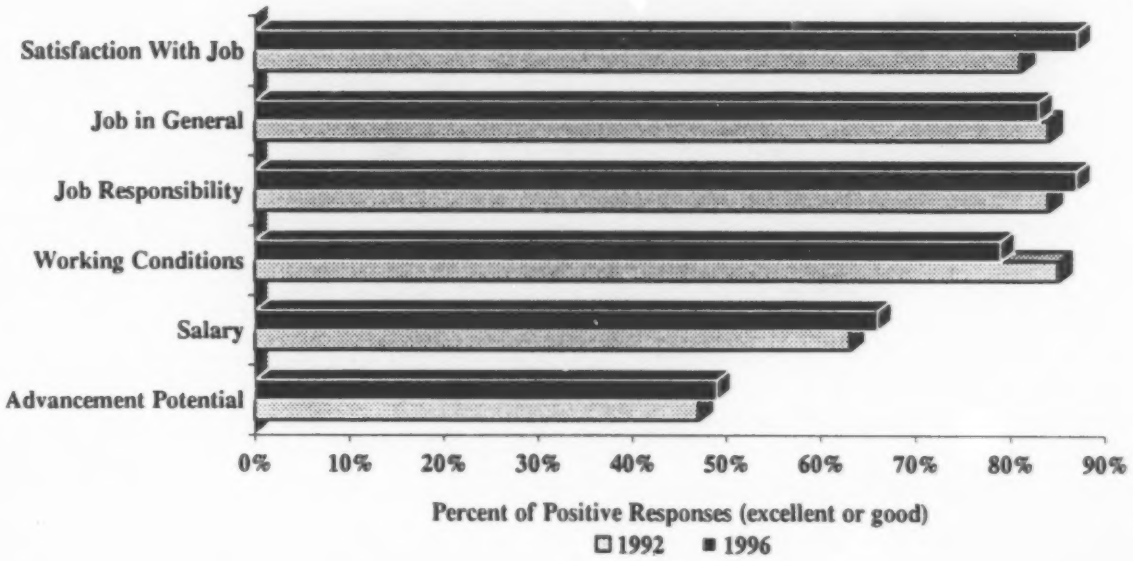
EVALUATION OF FULL-TIME RELATED JOB

How would respondents rate various aspects of their full-time related job, and how satisfied are they with their employment situation?

An important objective of the long-term follow-up study of career program completers is to ascertain respondent perceptions of their current full-time related job. Thus, respondents were asked to rate their job relative to working conditions, level of responsibility, advancement potential, salary, and the job in general.

As Figure 3 depicts, both 1992 and 1996 respondents viewed all aspects of their job in a positive manner. Although for 1996 there was a notable decrease in the percent rating their working conditions as excellent or good, the percent expressing satisfaction with their current full-time related job increased substantially. See Tables 8 to 13 in Appendix A for results of 1996 findings by career program.

Figure 3
Evaluation of Full-Time Related Job

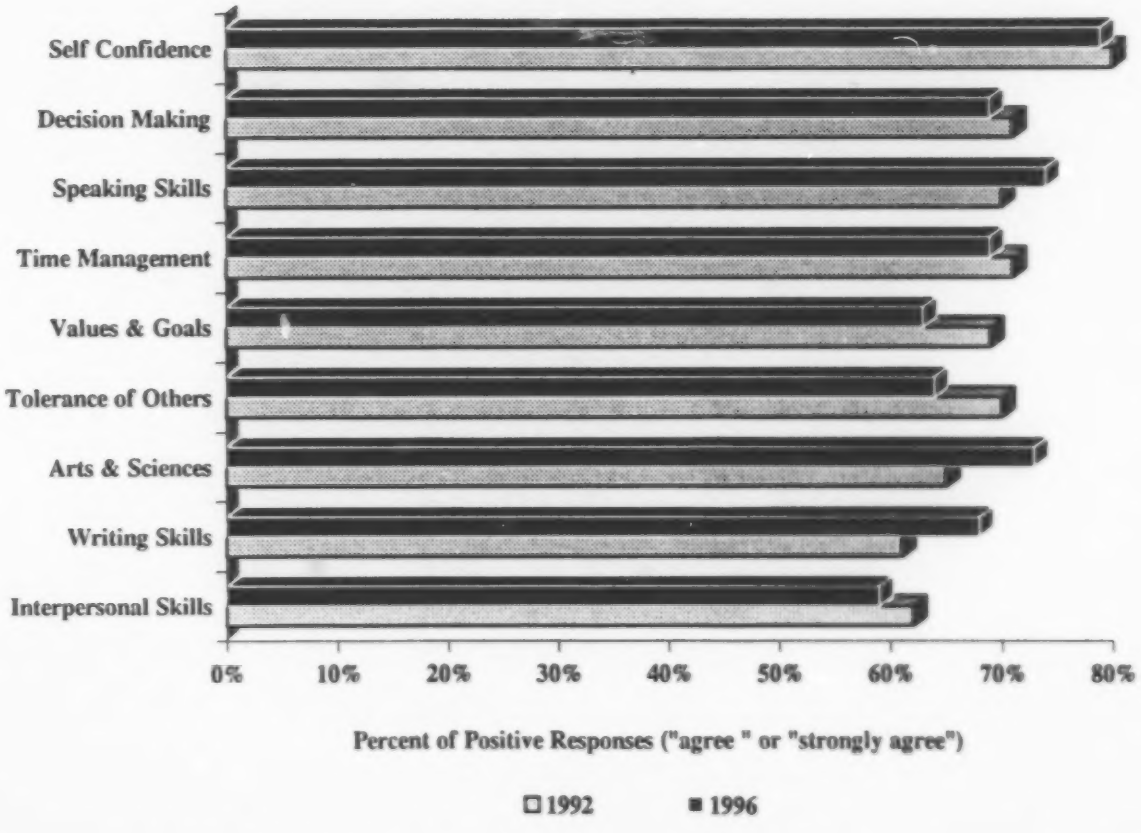


CHARACTERISTICS THE COMMUNITY COLLEGE HELPED TO IMPROVE

In what specific areas do career program completers perceive themselves as having benefited from their community college experiences?

Respondents were asked to indicate how much they agreed that the community college had helped them to accomplish a variety of "typical" goals students have for their college experiences. As Figure 4 depicts, the majority of respondents reported improvements in a variety of cognitive and noncognitive behaviors in both 1992 and 1996. Note that a greater percent of respondents indicated improvement in the cognitive areas in 1996 than in 1992 (oral communication, the arts and sciences, and written communication), while the percent indicating improvement in the noncognitive areas decreased slightly. See Table 15 in Appendix A for detailed results of 1996 findings.

Figure 4
Characteristics the Community College Helped to Improve



SATISFACTION WITH THE COMMUNITY COLLEGE

How satisfied are the career program completers with their community college experiences?

An important component of the ongoing assessment of institutional effectiveness that the JCCC Office of Institutional Research conducts is contained in former students' responses to this series of questions. As Figure 5 depicts, JCCC was the first choice of colleges to attend for nine out of ten respondents in both 1992 and 1996 and, if starting now, nine out of ten would attend JCCC again.

Nearly all respondents in both 1992 and 1996 would recommend JCCC to friends, and nine out of ten would encourage their own children to attend JCCC. See Tables 14, 16 and 17 in Appendix A for detailed results of findings.

Figure 5
Measures of Satisfaction With JCCC

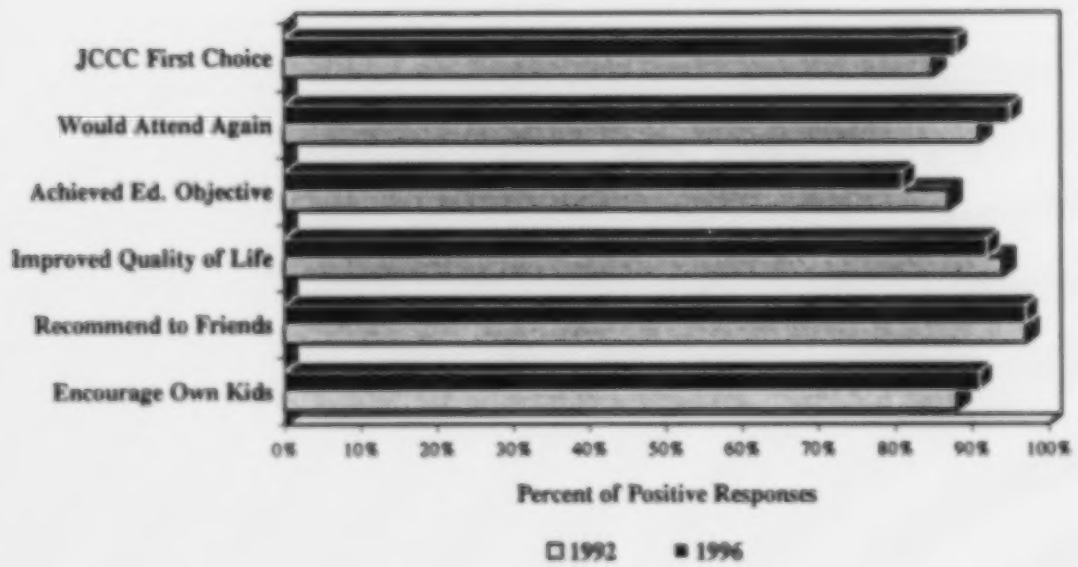


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Table 1

DEMOGRAPHIC PROFILE

			Number of Responses	Percent
Sex				
Male			138	42.3%
Female			185	56.7
Unknown			3	1.0
Age				
21 to 25			36	11.0%
26 to 30			92	28.2
31 to 35			49	15.0
36 to 40			53	16.3
41 to 50			59	18.1
Over 50			30	9.2
Unknown			7	2.2
	Mean	35.7 years		
	Median	34.0 years		
Race/Ethnic Group				
White			301	92.3%
Asian or Pacific Islander			7	2.1
Hispanic			6	1.8
African American			5	1.5
American Indian or Alaskan			4	1.2
Unknown			3	1.1
Marital Status				
Never married			78	23.9%
Currently married			210	64.4
Previously married			33	10.1
Unknown			5	1.6

Table 2

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Accounting	4	75.0%	25.0%	0.0%	0.0%
Administration of Justice	8	50.0	37.5	12.5	0.0
Automotive Technology	7	71.4	28.6	0.0	0.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0	0.0
Business Administration	15	86.7	13.3	0.0	0.0
Chef Apprentice	6	100.0	0.0	0.0	0.0
Civil Engineering Technology	1	100.0	0.0	0.0	0.0
Communication Design	14	71.5	14.3	7.1	7.1
Data Processing	25	84.0	0.0	0.0	16.0
Dental Hygiene	15	100.0	0.0	0.0	0.0
Drafting Technology	4	100.0	0.0	0.0	0.0
Electronics	8	75.0	25.0	0.0	0.0
Emergency Medical Technology	29	72.4	17.2	0.0	10.4
Fashion Merchandising	3	66.7	33.3	0.0	0.0
Fire Science	9	100.0	0.0	0.0	0.0
HVAC Technology	14	78.6	21.4	0.0	0.0
Health Information Technology	5	80.0	0.0	20.0	0.0
Hospitality Management	13	76.9	7.7	0.0	15.4
Interior Merchandising	8	87.5	12.5	0.0	0.0
Interpreter Training	4	100.0	0.0	0.0	0.0

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 2 (Continued)

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Marketing & Management	6	100.0%	0.0%	0.0%	0.0%
M.I.C.T. (Paramedic)	10	100.0	0.0	0.0	0.0
Nursing	28	92.9	0.0	0.0	7.1
Occupational Therapy Asst.	1	100.0	0.0	0.0	0.0
Office Systems Technology	21	76.2	4.8	0.0	19.0
Paralegal	34	70.6	14.7	2.9	11.8
Police Academy	9	88.9	11.1	0.0	0.0
Railroad Welding	1	100.0	0.0	0.0	0.0
Respiratory Therapy	8	100.0	0.0	0.0	0.0
Sales & Customer Relations	1	0.0	0.0	0.0	100.0
Veterinary Technology	7	100.0	0.0	0.0	0.0
Total: Class of '92 (31 programs)	319	82.7%	9.4%	1.3%	6.6%
1995 FU: Class of '91 (31 programs)	314	84.7%	8.3%	0.6%	6.4%
1994 FU: Class of '90 (34 programs)	286	79.7	11.9	3.5	4.9
1993 FU: Class of '89 (33 programs)	262	80.2	9.5	5.3	5.0
1992 FU: Class of '88 (31 programs)	248	79.0	14.6	1.6	4.8
1990 FU: Class of '87 (35 programs)	293	83.2	8.2	3.1	5.5
1989 FU: Class of '86 (30 programs)	291	82.8	7.2	1.7	8.3

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 3

USE OF CAREER PROGRAM SKILLS

	Number of Responses	On the Job	Volunteer Work	Not Using or "Other"
Accounting	4	75.0%	0.0%	25.0%
Administration of Justice	8	37.5	0.0	62.5
Automotive Technology	8	75.0	12.5	12.5
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	16	75.0	0.0	25.0
Chef Apprentice	7	100.0	0.0	0.0
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	14	71.4	7.1	21.5
Data Processing	25	80.0	8.0	12.0
Dental Hygiene	15	100.0	0.0	0.0
Drafting Technology	4	100.0	0.0	0.0
Electronics	8	75.0	0.0	25.0
Emergency Medical Technology	29	65.5	10.3	24.2
Fashion Merchandising	3	33.3	0.0	66.7
Fire Science	9	100.0	0.0	0.0
HVAC Technology	15	60.0	0.0	40.0
Health Information Technology	5	40.0	0.0	60.0
Hospitality Management	13	61.5	0.0	38.5
Interior Merchandising	8	75.0	12.5	12.5
Interpreter Training	4	100.0	0.0	0.0
Marketing & Management	6	100.0	0.0	0.0
M.I.C.T. (Paramedic)	10	100.0	0.0	0.0
Nursing	28	92.9	0.0	7.1
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	21	76.2	4.8	19.0
Paralegal	35	68.6	2.8	28.6
Police Academy	9	88.9	0.0	11.1
Railroad Welding	1	100.0	0.0	0.0
Respiratory Therapy	9	100.0	0.0	0.0
Sales & Customer Relations	1	0.0	0.0	100.0
Veterinary Technology	7	100.0	0.0	0.0
Totals	325	77.8%	3.1%	19.1%

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 4

CURRENT EMPLOYMENT STATUS OF RESPONDENTS WORKING IN A RELATED JOB

	Number of Responses	Part-Time	Full-Time
Accounting	3	0.0%	100.0%
Administration of Justice	4	0.0	100.0
Automotive Technology	5	0.0	100.0
Aviation Maintenance Tech.	1	0.0	100.0
Business Administration	11	0.0	100.0
Chef Apprentice	6	0.0	100.0
Civil Engineering Technology	1	0.0	100.0
Communication Design	10	10.0	90.0
Data Processing	21	9.5	90.5
Dental Hygiene	15	0.0	100.0
Drafting Technology	4	0.0	100.0
Electronics	6	16.7	83.3
Emergency Medical Technology	20	10.0	90.0
Fashion Merchandising	1	0.0	100.0
Fire Science	9	0.0	100.0
HVAC Technology	11	0.0	100.0
Health Information Technology	3	0.0	100.0
Hospitality Management	10	0.0	100.0
Interior Merchandising	7	14.3	85.7
Interpreter Training	4	25.0	75.0
Marketing & Management	6	0.0	100.0
M.I.C.T. (Paramedic)	10	0.0	100.0
Nursing	26	7.7	92.3
Occupational Therapy Asst.	1	0.0	100.0
Office Systems Technology	14	28.6	71.4
Paralegal	24	8.3	91.7
Police Academy	8	0.0	100.0
Railroad Welding	1	0.0	100.0
Respiratory Therapy	8	25.0	75.0
Veterinary Technology	7	14.3	85.7
Totals	257	7.4%	92.6%

Table 5

CURRENT FULL-TIME RELATED JOB
FIRST IN CAREER FIELD

	Number of Responses	Yes	No
Accounting	3	33.3%	66.7%
Administration of Justice	4	75.0	25.0
Automotive Technology	5	0.0	100.0
Aviation Maintenance Tech.	1	0.0	100.0
Business Administration	11	27.3	72.7
Chef Apprentice	6	0.0	100.0
Civil Engineering Technology	1	0.0	100.0
Communication Design	9	22.2	77.8
Data Processing	19	47.4	52.6
Dental Hygiene	15	40.0	60.0
Drafting Technology	4	25.0	75.0
Electronics	5	20.0	80.0
Emergency Medical Technology	18	38.9	61.1
Fashion Merchandising	1	100.0	0.0
Fire Science	9	66.7	33.3
HVAC Technology	11	36.4	63.6
Health Information Technology	3	66.7	33.3
Hospitality Management	10	30.0	70.0
Interior Merchandising	6	50.0	50.0
Interpreter Training	3	100.0	0.0
Marketing & Management	6	100.0	0.0
M.I.C.T. (Paramedic)	10	60.0	40.0
Nursing	24	75.0	25.0
Occupational Therapy Asst.	1	100.0	0.0
Office Systems Technology	10	30.0	70.0
Paralegal	22	54.5	45.5
Police Academy	8	50.0	50.0
Railroad Welding	1	100.0	0.0
Respiratory Therapy	6	66.7	33.3
Veterinary Technology	6	0.0	100.0
Totals	238	43.7%	56.3%

Table 6

EMPLOYMENT PROFILE OF RESPONDENTS WORKING FULL-TIME IN A RELATED JOB

	Number of Responses	Percent
Length of Time on Current Job		
6 months or less	26	10.9%
7 to 12 months	16	6.7
1 to 2 years	34	14.3
2 to 4 years	73	30.7
Over 4 years	87	36.6
Unknown	2	0.8
Progressed in Career Since College		
Yes	216	90.8%
No	22	9.2
How Progressed[1]		
Salary increase(s)	146	68.5%
Professional recognition	131	61.5
Promotion(s)	108	50.7
Other	44	20.7
Hourly Wage of Respondents Employed Full-Time in Related Job		
Under $ 7.00	6	2.5%
$ 7.01 - 10.00	28	11.8
10.01 - 12.00	40	16.8
12.01 - 14.00	30	12.6
14.01 - 16.00	41	17.2
16.01 - 18.00	20	8.4
Over 18.00	45	18.9
Unknown	28	11.8

Mean = $14.84/hour or $30,867/year

1995 FU: Class of 1991 = $14.82/hour or $30,826/year
1994 FU: Class of 1990 = $14.17/hour or $29,474/year
1993 FU: Class of 1989 = $14.00/hour or $29,120/year
1992 FU: Class of 1988 = $14.00/hour or $29,120/year
1990 FU: Class of 1987 = $11.74/hour or $24,419/year
1989 FU: Class of 1986 = $11.73/hour or $24,398/year

Note. [1] Multiple response item; numbers and percentages are not additive. Unknowns have been excluded.

Table 7

AVERAGE HOURLY WAGE BY SEX AND PROGRAM OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Overall Average Wage	Males	Females
Accounting	3	$17.00	$22.50	$11.50
Administration of Justice	4	12.49	13.32	10.00
Automotive Technology	5	15.67	15.67	n.a
Aviation Maintenance Tech.	1	15.00	15.00	n.a
Business Administration	11	15.46	30.00	13.64
Chef Apprentice	6	16.74	16.74	n.a
Civil Engineering Technology	1	14.42	14.42	n.a
Communication Design	9	11.66	11.43	12.05
Data Processing	19	16.52	16.74	16.33
Dental Hygiene	15	21.55	n.a	21.55
Drafting Technology	4	13.17	13.17	n.a
Electronics	5	15.13	15.91	12.00
Emergency Medical Technology	18	14.26	15.92	10.94
Fashion Merchandising	1	14.42	n.a	14.42
Fire Science	9	12.98	12.98	n.a
HVAC Technology	11	16.62	16.62	n.a
Health Information Technology	3	12.20	n.a	12.20
Hospitality Management	10	12.87	14.94	9.41
Interior Merchandising	6	13.50	19.23	11.59
Interpreter Training	3	22.50	20.00	25.00
Marketing & Management	6	15.37	17.79	12.95
M.I.C.T. (Paramedic)	10	11.69	10.66	14.09
Nursing	24	16.97	16.82	17.00
Occupational Therapy Asst.	1	14.25	n.a	14.25
Office Systems Technology	12	11.58	n.a	11.58
Paralegal	22	12.75	n.a	12.75
Police Academy	6	15.93	15.74	16.50
Railroad Welding	1	15.56	15.56	n.a
Respiratory Therapy	6	17.40	20.67	15.22
Veterinary Technology	6	11.04	17.31	9.79
Totals	238	$14.84	$15.38	$14.38

Note. Results detail responses to this question only, excluding unknowns.

Table 8

EVALUATION OF WORKING CONDITIONS BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	100.0%	0.0%	0.0%
Administration of Justice	4	75.0	25.0	0.0
Automotive Technology	5	80.0	0.0	20.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	90.9	9.1	0.0
Chef Apprentice	6	66.7	33.3	0.0
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	9	77.8	11.1	11.1
Data Processing	19	89.5	10.5	0.0
Dental Hygiene	15	93.3	0.0	6.7
Drafting Technology	4	100.0	0.0	0.0
Electronics	5	60.0	0.0	40.0
Emergency Medical Technology	17	76.5	23.5	0.0
Fashion Merchandising	1	0.0	100.0	0.0
Fire Science	9	100.0	0.0	0.0
HVAC Technology	11	100.0	0.0	0.0
Health Information Technology	3	66.7	0.0	33.3
Hospitality Management	9	88.9	0.0	11.1
Interior Merchandising	5	80.0	0.0	20.0
Interpreter Training	2	50.0	50.0	0.0
Marketing & Management	5	100.0	0.0	0.0
M.I.C.T. (Paramedic)	10	70.0	20.0	10.0
Nursing	24	58.3	29.2	12.5
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	10	60.0	40.0	0.0
Paralegal	21	76.2	14.3	9.5
Police Academy	7	71.4	14.3	14.3
Railroad Welding	1	0.0	0.0	100.0
Respiratory Therapy	6	83.3	16.7	0.0
Veterinary Technology	6	83.3	16.7	0.0
Totals	231	79.2%	13.9%	6.9%

Note. Results detail responses to this question only, excluding unknowns.

Table 9

EVALUATION OF JOB RESPONSIBILITY BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	66.7%	33.3%	0.0%
Administration of Justice	4	100.0	0.0	0.0
Automotive Technology	5	100.0	0.0	0.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	90.9	0.0	9.1
Chef Apprentice	6	83.3	16.7	0.0
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	8	100.0	0.0	0.0
Data Processing	19	100.0	0.0	0.0
Dental Hygiene	15	86.6	6.7	6.7
Drafting Technology	4	50.0	50.0	0.0
Electronics	5	60.0	20.0	20.0
Emergency Medical Technology	17	100.0	0.0	0.0
Fashion Merchandising	1	100.0	0.0	0.0
Fire Science	8	87.5	12.5	0.0
HVAC Technology	10	100.0	0.0	0.0
Health Information Technology	3	100.0	0.0	0.0
Hospitality Management	9	77.8	11.1	11.1
Interior Merchandising	5	60.0	40.0	0.0
Interpreter Training	2	100.0	0.0	0.0
Marketing & Management	5	80.0	20.0	0.0
M.I.C.T. (Paramedic)	10	90.0	10.0	0.0
Nursing	24	75.0	20.8	4.2
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	10	80.0	10.0	10.0
Paralegal	20	80.0	20.0	0.0
Police Academy	6	100.0	0.0	0.0
Railroad Welding	1	0.0	100.0	0.0
Respiratory Therapy	6	100.0	0.0	0.0
Veterinary Technology	6	100.0	0.0	0.0
Totals	226	87.2%	10.2%	2.6%

Note. Results detail responses to this question only, excluding unknowns.

Table 10

EVALUATION OF ADVANCEMENT POTENTIAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	66.7%	0.0%	33.3%
Administration of Justice	4	50.0	50.0	0.0
Automotive Technology	5	40.0	20.0	40.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	63.6	27.3	9.1
Chef Apprentice	6	66.7	33.3	0.0
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	9	55.6	22.2	22.2
Data Processing	19	52.6	15.8	31.6
Dental Hygiene	15	20.0	40.0	40.0
Drafting Technology	4	50.0	25.0	25.0
Electronics	5	40.0	20.0	40.0
Emergency Medical Technology	17	58.8	23.5	17.7
Fashion Merchandising	1	100.0	0.0	0.0
Fire Science	9	66.7	11.1	22.2
HVAC Technology	10	70.0	30.0	0.0
Health Information Technology	3	33.3	33.3	33.3
Hospitality Management	9	44.4	22.3	33.3
Interior Merchandising	5	80.0	0.0	20.0
Interpreter Training	1	100.0	0.0	0.0
Marketing & Management	4	25.0	50.0	25.0
M.I.C.T. (Paramedic)	10	20.0	40.0	40.0
Nursing	24	37.5	33.3	29.2
Occupational Therapy Asst.	1	0.0	0.0	100.0
Office Systems Technology	10	60.0	0.0	40.0
Paralegal	22	31.8	31.8	36.4
Police Academy	7	85.7	0.0	14.3
Railroad Welding	1	100.0	0.0	0.0
Respiratory Therapy	6	50.0	33.3	16.7
Veterinary Technology	6	16.7	33.3	50.0
Totals	229	48.5%	24.9%	26.6%

Note. Results detail responses to this question only, excluding unknowns.

Table 11

EVALUATION OF SALARY BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	100.0%	0.0%	0.0%
Administration of Justice	4	75.0	25.0	0.0
Automotive Technology	5	60.0	20.0	20.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	54.5	27.3	18.2
Chef Apprentice	6	83.3	0.0	16.7
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	9	66.7	22.2	11.1
Data Processing	19	63.2	31.5	5.3
Dental Hygiene	15	86.6	6.7	6.7
Drafting Technology	4	75.0	25.0	0.0
Electronics	5	80.0	0.0	20.0
Emergency Medical Technology	17	64.7	23.5	11.8
Fashion Merchandising	1	100.0	0.0	0.0
Fire Science	9	77.8	22.2	0.0
HVAC Technology	10	80.0	10.0	10.0
Health Information Technology	3	100.0	0.0	0.0
Hospitality Management	9	66.7	11.1	22.2
Interior Merchandising	5	20.0	40.0	40.0
Interpreter Training	2	100.0	0.0	0.0
Marketing & Management	5	100.0	0.0	0.0
M.I.C.T. (Paramedic)	10	50.0	40.0	10.0
Nursing	24	54.2	33.3	12.5
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	10	60.0	20.0	20.0
Paralegal	22	50.0	22.7	27.3
Police Academy	7	71.4	14.3	14.3
Railroad Welding	1	100.0	0.0	0.0
Respiratory Therapy	6	83.3	0.0	16.7
Veterinary Technology	6	33.3	16.7	50.0
Totals	231	66.2%	19.9%	13.9%

Note. Results detail responses to this question only, excluding unknowns.

Table 12

EVALUATION OF JOB IN GENERAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	3	100.0%	0.0%	0.0%
Administration of Justice	4	100.0	0.0	0.0
Automotive Technology	5	80.0	0.0	20.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	72.7	18.2	9.1
Chef Apprentice	6	83.3	16.7	0.0
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	9	88.9	11.1	0.0
Data Processing	19	94.7	5.3	0.0
Dental Hygiene	15	93.3	0.0	6.7
Drafting Technology	4	75.0	25.0	0.0
Electronics	5	80.0	20.0	0.0
Emergency Medical Technology	17	100.0	0.0	0.0
Fashion Merchandising	1	0.0	100.0	0.0
Fire Science	9	88.9	11.1	0.0
HVAC Technology	10	100.0	0.0	0.0
Health Information Technology	3	66.7	33.3	0.0
Hospitality Management	9	77.8	11.1	11.1
Interior Merchandising	5	60.0	20.0	20.0
Interpreter Training	2	100.0	0.0	0.0
Marketing & Management	5	100.0	0.0	0.0
M.I.C.T. (Paramedic)	10	90.0	10.0	0.0
Nursing	24	70.8	20.8	8.4
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	10	50.0	20.0	30.0
Paralegal	22	72.7	22.7	4.6
Police Academy	6	100.0	0.0	0.0
Railroad Welding	1	0.0	100.0	0.0
Respiratory Therapy	6	100.0	0.0	0.0
Veterinary Technology	6	66.7	33.3	0.0
Totals	230	83.0%	12.2%	4.8%

Note. Results detail responses to this question only, excluding unknowns.

Table 13

JOB SATISFACTION OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Satisfied	Neutral	Dissatisfied
Accounting	3	100.0%	0.0%	0.0%
Administration of Justice	4	50.0	25.0	25.0
Automotive Technology	5	80.0	0.0	20.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	11	81.8	18.2	0.0
Chef Apprentice	6	83.3	0.0	16.7
Civil Engineering Technology	1	100.0	0.0	0.0
Communication Design	9	100.0	0.0	0.0
Data Processing	19	89.4	5.3	5.3
Dental Hygiene	15	80.0	0.0	20.0
Drafting Technology	4	100.0	0.0	0.0
Electronics	5	80.0	0.0	20.0
Emergency Medical Technology	18	100.0	0.0	0.0
Fashion Merchandising	1	100.0	0.0	0.0
Fire Science	9	88.9	0.0	11.1
HVAC Technology	11	90.9	0.0	9.1
Health Information Technology	3	66.7	0.0	33.3
Hospitality Management	10	80.0	0.0	20.0
Interior Merchandising	5	80.0	0.0	20.0
Interpreter Training	3	66.7	0.0	33.3
Marketing & Management	6	66.7	33.3	0.0
M.I.C.T. (Paramedic)	10	100.0	0.0	0.0
Nursing	24	91.6	4.2	4.2
Occupational Therapy Asst.	1	100.0	0.0	0.0
Office Systems Technology	10	60.0	20.0	20.0
Paralegal	22	81.8	4.5	13.7
Police Academy	8	87.5	12.5	0.0
Railroad Welding	1	100.0	0.0	0.0
Respiratory Therapy	6	100.0	0.0	0.0
Veterinary Technology	6	100.0	0.0	0.0
Totals	237	86.5%	4.6%	8.9%

Note. Data were collected utilizing a 5-point scale ranging from very satisfied to very dissatisfied. Thus, the "satisfied" column includes "very satisfied" and "somewhat satisfied" responses combined, and the "dissatisfied" column includes "somewhat dissatisfied" and "very dissatisfied" responses combined. Results detail responses to this question only, excluding unknowns.

Table 14

COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Percent
JCCC Was First Choice to Attend		
Yes	288	88.3%
No	36	11.0
Unknown	2	0.7
First Choice Instead of JCCC		
University of Kansas	6	16.7%
Other Kansas college or university	10	27.8
Missouri college or university	8	22.2
Out-of-area college or university	8	22.2
Unknown	4	11.1
Method of Career Program Completion		
Earned associate's degree	226	69.3%
Earned vocational certificate	73	22.4
Left with marketable skills	24	7.4
Unknown	3	0.9
Semesters Enrolled in Career Program		
1 or 2	46	14.1%
3 or 4	106	32.5
5 or 6	84	25.8
7 or 8	33	10.1
9 or more	21	6.4
Unknown	36	11.1
Mean = 4.7; Median = 4.0		
Credit Hours Completed		
15 or less	19	5.8%
16 to 30	21	6.4
31 to 45	26	8.0
46 to 60	25	7.7
61 or more	125	38.3
Unknown	110	33.8
Mean = 58.4; Median = 64.0		

Table 15

PERCEPTIONS OF COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Agree	Neutral	Disagree
Enhanced self-confidence	320	79.1%	17.5%	3.4%
Improved oral communication skills	313	73.5	22.7	3.8
Broadened knowledge of arts and sciences	314	73.2	20.1	6.7
Improved time management skills	318	68.9	26.7	4.4
Improved decision-making skills	316	68.7	27.8	3.5
Improved written communication skills	313	68.1	27.7	4.2
Expanded tolerance for people and ideas	320	63.7	30.7	5.6
Assisted in clarifying personal values and goals	319	63.3	28.5	8.2
Improved interpersonal skills	320	59.4	34.0	6.6

Note. Data were collected utilizing a 5-point scale ranging from strongly agree to strongly disagree. Thus, the "agree" column includes "strongly agree" and "somewhat agree" responses combined, and the "disagree" column includes "somewhat disagree" and "strongly disagree" responses combined.

Table 16

COMMUNITY COLLEGE EDUCATIONAL OBJECTIVE

	Number of Responses	Percent
Original Educational Objective		
Prepare to enter job market	136	41.7%
Improve skills for present job	61	18.7
Prepare to change careers	43	13.2
Prepare to transfer	43	13.2
Explore career possibilities	25	7.7
Study topics of interest/self-improvement	14	4.3
Remedy or review basic skills	2	0.6
Other/unknown	2	0.6
Achieved Community College Objective		
Yes, completely	263	80.7%
Yes, partially	53	16.3
No	9	2.8
Unknown	1	0.2
Community College Helped Achieve		
Yes	298	94.3%
Unsure	11	3.5
No	2	0.6
Unknown	5	1.6

Table 17

OVERALL SATISFACTION WITH THE COMMUNITY COLLEGE

	Number of Responses	Percent
Improved Quality of Life		
Definitely/probably	300	92.0%
Uncertain	13	4.0
Probably no/definitely no	12	3.7
Unknown	1	0.3
If Starting Now, Would Attend JCCC Again		
Definitely/probably	311	95.4%
Uncertain	5	1.5
Probably no/definitely no	9	2.8
Unknown	1	0.3
Would Recommend JCCC to Friends		
Yes	316	96.9%
Unsure	4	1.2
No	4	1.2
Unknown	2	0.7
Would Encourage Own Children to Attend JCCC		
Yes	298	91.4%
Unsure	12	3.7
No	10	3.1
Unknown	6	1.8

Table 18

USED JCCC CAREER CENTER

	Number of Responses	Yes	No
Accounting	4	25.0%	75.0%
Administration of Justice	8	37.5	62.5
Automotive Technology	8	37.5	62.5
Aviation Maintenance Tech.	1	100.0	0.0
Business Administration	16	56.3	43.7
Chef Apprentice	6	33.3	66.7
Civil Engineering Technology	1	0.0	100.0
Communication Design	14	71.4	28.6
Data Processing	25	60.0	40.0
Dental Hygiene	15	33.3	66.7
Drafting Technology	4	75.0	25.0
Electronics	8	75.0	25.0
Emergency Medical Technology	29	27.6	72.4
Fashion Merchandising	3	66.7	33.3
Fire Science	9	22.2	77.8
HVAC Technology	15	40.0	60.0
Health Information Technology	5	60.0	40.0
Hospitality Management	13	38.5	61.5
Interior Merchandising	8	37.5	62.5
Interpreter Training	4	50.0	50.0
Marketing & Management	6	16.7	83.3
M.I.C.T. (Paramedic)	10	40.0	60.0
Nursing	27	51.9	48.1
Occupational Therapy Asst.	1	0.0	100.0
Office Systems Technology	21	57.1	42.9
Paralegal	35	57.1	42.9
Police Academy	9	11.1	88.9
Railroad Welding	1	0.0	100.0
Respiratory Therapy	9	11.1	88.9
Sales & Customer Relations	1	0.0	100.0
Veterinary Technology	7	42.9	57.1
Totals	323	44.9%	55.1%

APPENDIX B

MAIL SURVEY INSTRUMENT

AND COVER LETTERS

JOHNSON COUNTY COMMUNITY COLLEGE
LONG-TERM FOLLOW-UP STUDY OF
1991-92 CAREER PROGRAM COMPLETERS

Dear Former Student: Please take a few minutes to carefully respond to each of the following questions as honestly and completely as possible, then return the completed survey to us in the envelope provided. Naturally all responses will be kept strictly confidential and reported as group data only.

_____NOTE: If you did **not** complete a career program by either graduating, earning a certificate, or leaving with marketable skills during the summer of 1991, fall of 1991 or spring of 1992, please check here and return the uncompleted survey to us so we can correct our records. Thank you for your help.

---

1. Which career program did you complete?_____

2. What was your status when you left that career program? (Check only one)

   _____1. Earned an associate's degree
   _____2. Earned a vocational certificate
   _____3. Left with enough training to work in this career field

3. Was JCCC your first choice when you decided to attend college to pursue this major?

   _____1. Yes
   _____2. No (If no, which college was your first choice?

   _____)

4. How many semesters were you enrolled **in that program** at the community college?_____

5. How many **total credit hours** have you completed at the community college?_____

6. Which of the following best describes your primary educational objective when you **first** enrolled at the community college? (Check only one)

   _____1. Transfer to another college or university
   _____2. Prepare to enter the job market
   _____3. Improve skills for your present job
   _____4. Explore courses to decide on a new career
   _____5. Remedy or review basic skills
   _____6. Study topics of interest or for self-improvement
   _____7. Prepare to change careers
   _____8. Other (Please specify)

7. Did you achieve your community college educational objective?

   _____1. Yes, completely
   _____2. Yes, partially
   _____3. No (If no, briefly explain reason)

8. If yes, did the community college help you to achieve this objective?

   _____1. Yes
   _____2. Unsure
   _____3. No (Please explain)

9. Regardless of the financial benefits, do you feel your community college experiences have improved the quality of your life?

   _____1. Definitely not
   _____2. Probably not
   _____3. Uncertain
   _____4. Probably yes
   _____5. Definitely yes

10. If you could go back, knowing what you know now, would you still attend the community college?

    _____1. Definitely not
    _____2. Probably not
    _____3. Uncertain
    _____4. Probably yes
    _____5. Definitely yes

11. Would you recommend attending JCCC to your friends and acquaintances?

____1. Yes
____2. Unsure
____3. No

12. Would you encourage your own children to attend JCCC?

____1. Yes
____2. Unsure
____3. No

13. Below are several goals that "typical" students have for their college experiences. Please indicate how much you agree that your experiences at the community college helped you to accomplish each of these goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A. Broadened my knowledge of the arts and sciences	1	2	3	4	5
B. Improved my ability to communicate orally	1	2	3	4	5
C. Improved my ability to communicate in writing	1	2	3	4	5
D. Improved my ability to make good decisions	1	2	3	4	5
E. Improved my ability to make constructive use of time	1	2	3	4	5
F. Enhanced my ability to get along with others	1	2	3	4	5
G. Expanded my tolerance for people and ideas	1	2	3	4	5
H. Assisted me in clarifying the values and goals of my life	1	2	3	4	5
I. Enhanced my self-confidence	1	2	3	4	5
J. Improved my critical thinking and problem-solving skills	1	2	3	4	5

14. If you could name one faculty or staff member who had the greatest impact on you at the community college, who would it be?

Why did you select this person?

15. How are you currently using the skills you developed through your community college career program?

____1. In my job
____2. Doing volunteer work
____3. Not using my skills (Please explain)

____4. Other (Please explain)

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16. Have you used the services of the JCCC Career Center (career/life planning, resume writing, job search, etc.)

_____1. Yes
_____2. No (If no, why not?)

17. Which of the following best describes your current employment situation?

_____1. Full-time military
_____2. Employed part-time (under 30 hours per week)
_____3. Employed full-time (30+ hours per week)
_____4. Unemployed, actively looking for work
_____5. Not in labor force (not employed and not actively looking for a job)

IF UNEMPLOYED OR OUT OF THE LABOR FORCE--SKIP TO QUESTION 25

18. How long have you had your present job?_____

19. What is your current job title?_____

20. What is your average hourly wage?_____

21. How would you describe your job in terms of the skills you developed in your career program?

_____1. Directly related to skills developed in the community college career program
_____2. Somewhat related to skills developed in the community college career program
_____3. Not at all related to skills developed in the community college career program

22. How satisfied are you with your present job?

_____1. Very dissatisfied
_____2. Somewhat dissatisfied
_____3. Neutral
_____4. Somewhat satisfied
_____5. Very satisfied

23. Please rate each of the following characteristics of your current job by circling the number most closely reflecting your opinion.

	Poor	Fair	Average	Good	Excellent
A. Working conditions	1	2	3	4	5
B. Amount of responsibility	1	2	3	4	5
C. Advancement potential	1	2	3	4	5
D. Salary	1	2	3	4	5
E. Job in general	1	2	3	4	5

24. Is your current job the first one you have had in this career field?

_____1. Yes
_____2. No

25. Do you feel you've progressed in your career field since completing your career program?

_____1. No
_____2. Yes (If yes, in what ways have you progressed? Check all that apply)

_____1. Salary increase(s)
_____2. Promotion(s)
_____3. Professional recognition
_____4. Other (Please specify)

26. What is your race/ethnic category?

____1. American Indian/Alaskan
____2. Hispanic
____3. Asian/Pacific Islander
____4. African American
____5. White/other

27. What is your marital status?

____1. Single/never married
____2. Married now
____3. Previously married (separated, divorced, or widowed)

28. What is your gender?

____1. Male
____2. Female

29. What is your age?_____

Any comments or suggestions you would like to make about the community college or the career program you completed which would help us in meeting the needs of future students would be appreciated.

Thank you for your help!

July 8, 1996

Dear JCCC Career Program Completer:

As part of Johnson County Community College's continuing commitment to improving its programs and services, we are surveying former students who completed a career program at JCCC (or through Maple Woods or Penn Valley Community College) during the summer of 1991, fall of 1991, or spring of 1992. This includes graduates, students earning certificates, and students who have completed sufficient coursework to acquire new skills or upgrade their current ones.

The information you provide will assist us in enhancing our career programs, and in helping future students make realistic career choices by furnishing them with data on the success of our career program completers over time. Please take a few minutes to answer each of the questions on the enclosed survey as completely and accurately as possible, then return the completed survey to us in the postage-paid envelope provided ***by Friday, July 19***. Naturally your responses will be kept strictly confidential and reported as group data only.

Thank you for your help, and for any comments or suggestions you may have which will assist us in meeting the needs of future JCCC students.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures

July 22, 1996

Dear Career Program Completer:

A few weeks ago we sent you a survey requesting information about your perceptions and opinions of the education you received at JCCC (or at Penn Valley or Maple Woods Community College if you participated in a co-op program) and how you are using the skills you developed in your career program. If you have already completed the survey, thank you very much. Your responses will help us in planning to meet the needs of future community college students like yourself.

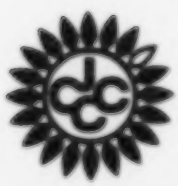
In the event you have not as yet completed the survey and returned it to us, we are enclosing a second copy. Please take a few minutes to answer each of the questions as completely and accurately as possible. A postage-paid business reply envelope has been provided for your convenience in returning the completed survey to us ***by Friday, August 3***. Naturally all responses will be kept strictly confidential and reported as group data only.

Thank you for your help in evaluating the career program in which you participated, and for any comments or suggestions you may have.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures



Johnson County Community College
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